



**UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents**

Resolution No. 26-14

RELATIVE TO ESTABLISHING THE ASSOCIATE DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE (WERI) POSITION

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the region;

WHEREAS, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

WHEREAS, the Water and Environmental Research Institute of the Western Pacific (WERI) was established at the University of Guam in May 1975. It is one of 54 institutes established by U.S. Congressional legislation at each Land Grant University in the United States and in several territories;

WHEREAS, the role of WERI is to facilitate and conduct high quality research that addresses water problems and water-related phenomena; train students, teachers, and future water resources professionals, and disseminate research results to the community at large;

WHEREAS, the Associate Director, Water and Environmental Research Institute (WERI), will serve as a 12-month administrator position;

WHEREAS, the Associate Director will be a part of the School of Engineering (SENG) administrative team, and report directly to the SENG Dean/WERI Director;

WHEREAS, the primary expectation of the Associate Director is to provide day-to-day managerial leadership and administrative support for activities conducted by WERI;

WHEREAS, upon review of institutional needs and best operational delivery, the establishment of the Associate Director, WERI is appropriate;

WHEREAS, the UOG Administrative Council has reviewed this action and recommended that it be sent to the President for consideration to forward to the BOR Academic, Personnel and Tenure committee;

WHEREAS, the BOR Academic, Personnel and Tenure Committee was provided the action item materials in advance for review, and the Committee Chairperson was briefed on the item and recommends forwarding it to the full Board of Regents for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the establishment of the Associate Director, Water and Environmental Research Institute position.

Adopted this 14th day of May, 2026.



Agapito "Pete" A. Diaz, Chairperson

ATTESTED:



Anita Borja Enriquez, D.B.A., Executive Secretary

**UNIVERSITY OF GUAM
POSITION DESCRIPTION
Associate Director, Water and Environmental Research Institute (WERI)**

SALARY RANGE: \$107,744 - \$161,616

POSITION NARRATIVE:

The Associate Director for WERI is a 12-month administrator position, that serves as a member of the School of Engineering (SENG) administrative team, and reports directly to the Dean (SENG)/Director (WERI). The primary expectation of the Associate Director is to provide day-to-day managerial leadership and administrative support for activities conducted by WERI.

MINIMUM QUALIFICATIONS:

1. An earned terminal degree in any discipline associated with water and/or environmental research
2. At least three (3) years of administrative experience

PREFERRED QUALIFICATIONS:

1. Experience as administrator conducting research in water resources engineering/science or management
2. Work experience and/or knowledge in Water Resources Research Act (WRRRA), a US federal law that authorizes a nationwide network of 54 water research institutes at land-grant universities
3. Record of securing and administering grants and contracts
4. Demonstrated ability to establish and maintain ties with governmental, communal, and private organizations on national and international levels
5. Ability to work in a diverse multi-cultural environment
6. Experience within an island setting and/or in the Pacific region
7. Research, teaching, and service experience in a university setting

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

1. Good understanding of contemporary water/environmental issues that confront the world
2. Ability to understand, follow, and act upon the federal and Guam laws governing water research
3. Maintaining collegial relationships with all relevant stakeholders including faculty, staff, and administrators at UOG

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The University of Guam is a U.S. Land Grant Institution accredited by the Western Association of Schools and Colleges Senior College and University Commission and is an equal opportunity provider and employer.

DUTIES AND RESPONSIBILITIES:

Major duties and responsibilities include, but are not limited to, the following:

1. In consultation with the Dean (SENG)/Director (WERI), formulate, implement, and maintain policies/procedures in the day-to-day management of WERI
2. Prepare and monitor annual budgets and provide administrative support to manage funds
3. Prepare and/or coordinate preparation of annual reports and annual plans of work and adhere to reporting deadlines
4. Coordinate personnel assignments/activities and make recommendations related to personnel action
5. Assist the Dean (SENG)/Director (WERI) to conduct WERI faculty/staff evaluations.
6. Work with WERI faculty/staff to improve existing programs and/or to initiate new programs
7. Represent WERI locally, regionally, and nationally
8. Carry out other duties assigned by the Dean (SENG)/Director (WERI).

Approved:



Anita B. Enriquez, D.B.A., President

Date: 05/14/26

UOG Administrator's Salary Scale
Amended by Board of Regents' Resolution 26-14, May 14, 2026

Position Title	CUPA * Position No.	BOR Reference	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President						
1 President			<i>Salary Negotiated</i>			
2 Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544	\$97,362	\$97,362 \$108,180	\$108,180 \$118,998
3 Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464	\$65,772	\$65,772 \$73,080	\$73,080 \$80,388
4 Associate Director, Web Development and Strategy	#5015	05-28, 26-05	\$65,927	\$74,168	\$74,168 \$82,409	\$82,409 \$90,650
5 Chief Planning Officer	#1033	03-09, 03-16	\$90,116	\$101,381	\$101,381 \$112,645	\$112,645 \$123,910
6 Chief of Staff and Board Liaison	#1004	20-02	\$90,464	\$101,772	\$101,772 \$113,080	\$113,080 \$124,388
7 Vice President for University Advancement	#8001	03-09, 03-16, 11-01	<i>Salary Negotiated</i>			
8 Director, Global Learning and Engagement	#1208	20-02	\$91,694	\$103,156	\$103,156 \$114,618	\$114,618 \$126,080
9 Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209	\$73,360	\$73,360 \$81,511	\$81,511 \$89,662
10 General Counsel	#1036	03-09	\$122,400	\$137,700	\$137,700 \$153,000	\$153,000 \$168,300
Office of Academic and Student Affairs						
11 Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
12 Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102	\$122,739	\$122,739 \$136,377	\$136,377 \$150,015
13 Associate Dean, CLASS	#1404	06-06	\$82,763	\$93,109	\$93,109 \$103,454	\$103,454 \$113,799
14 Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106	\$148,619	\$148,619 \$165,132	\$165,132 \$181,645
15 Associate Dean, Instruction	#1409	06-06	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
16 Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
17 Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
18 Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000	\$112,500	\$112,500 \$125,000	\$125,000 \$137,500
19 Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767	\$85,238	\$85,238 \$94,709	\$94,709 \$104,180
20 Athletics and Field House Director [Director, Athletics and Field House. Athletics Director]	#6001	14-19	\$62,351	\$70,145	\$70,145 \$77,939	\$77,939 \$85,733
21 Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346	\$69,014	\$69,014 \$76,682	\$76,682 \$84,350
22 Director, Residence Halls	#7076	15-16	\$57,418	\$64,595	\$64,595 \$71,772	\$71,772 \$78,949
23 Dean, School of Business and Public Administration	#1206	08-11	\$119,727	\$134,693	\$134,693 \$149,659	\$149,659 \$164,625
24 Dean, School of Education	#1212	08-11	\$108,669	\$122,252	\$122,252 \$135,836	\$135,836 \$149,420
25 Dean, School of Engineering	#1213	16-27	\$124,794	\$140,394	\$140,394 \$155,993	\$155,993 \$171,592
26 Dean, School of Health	#1230	05-34, 14-01	\$115,244	\$129,650	\$129,650 \$144,055	\$144,055 \$158,461
27 Dean, University Libraries	#1226	18-14	\$104,190	\$117,213	\$117,213 \$130,237	\$130,237 \$143,261
28 Director, RFT Micronesia Area Research Center (MARC)	#1409	12-11	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
29 UOG Press Director and Publisher	#3006*.9	21-20	\$75,538	\$84,981	\$84,981 \$94,423	\$94,423 \$103,865
30 Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
31 Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
32 Director, Marine Laboratory	#1205	22-39	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
33 Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
34 Associate Director, Water and Environmental Research Institute (WERI)	#1409		\$107,744	\$121,212	\$121,212 \$134,680	\$134,680 \$148,148
35 Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941	\$111,308	\$111,308 \$123,676	\$123,676 \$136,044
36 Director, Center for Online Learning	#2012	09-01, 25-02	\$82,472	\$92,781	\$92,781 \$103,090	\$103,090 \$113,399
37 Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941	\$111,308	\$111,308 \$123,676	\$123,676 \$136,044
38 Vice Provost for Research & Innovation	#8027	16-36, 25-18	\$109,769	\$123,490	\$123,490 \$137,211	\$137,211 \$150,932
39 Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000	\$72,000	\$72,000 \$80,000	\$80,000 \$88,000
Office of Administration and Finance						
40 Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
41 Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469	\$92,777	\$92,777 \$103,086	\$103,086 \$113,395
42 Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200	\$93,600	\$93,600 \$104,000	\$104,000 \$114,400
43 Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015	\$81,017	\$81,017 \$90,019	\$90,019 \$99,021
44 Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184	\$111,582	\$111,582 \$123,980	\$123,980 \$136,378
45 Comptroller	#1040	03-09, 03-16	\$82,072	\$92,331	\$92,331 \$102,590	\$102,590 \$112,849
46 Associate Comptroller / Bursar	#3027	10-30	\$60,011	\$67,513	\$67,513 \$75,014	\$75,014 \$82,515
47 Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360	\$93,780	\$93,780 \$104,200	\$104,200 \$114,620
48 Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16, 25-03	\$104,908	\$118,022	\$118,022 \$131,135	\$131,135 \$144,249
49 Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287	\$85,823	\$85,823 \$95,359	\$95,359 \$104,895

Scale managed by UOG Human Resources Office. Updated May 14, 2026.
Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.
* CUPA 2008-2009, unless otherwise stated.